

## JANUARY EMPLOYEES OF THE MONTH



# ALABAMA DEPARTMENT OF YOUTH SERVICES

February 2022 Newsletter

### FROM THE EXECUTIVE DIRECTOR

Dear DYS Employees,

We have made it through January and I hope what will be the peak affect of the Omicron variant on our students and staff. January saw record low census rates in DYS since before 1990; over 30 years! I am hopeful that February will begin our accent back to normal operations. I can't thank the staff at each facility enough for hanging in there through a very tough month of staffing challenges and medical isolation protocols.

I have recently been throwing around the saying, "New in 22" to mentally prepare myself and the staff for the changes I alluded to in one of my previous newsletters last Fall. The most obvious change will be seen with Executive Staff leadership. DYS will have 3 new Deputy Directors by this Summer. We have already welcomed Ms. Allen as Deputy Director for Institutional Services and she has hit the ground running with her team. I am excited about both the immediate and long-term initiatives that are in the works.

Recently, many of you were invited to participate in a DYS survey as part of a Strategic Planning effort DYS is undertaking. There will be other opportunities to contribute to the planning efforts which seek to review and update our Mission, Vision, and Values statements as well as identify goals that will guide the department's efforts for the next three (3) years. Stay tuned for more information.

DYS has also been approved by State Personnel to implement a new employee recognition and incentive plan that will replace the old plan that ended December 31<sup>st</sup>. You will find more information about this plan in this newsletter and from the DYS HR Office.

February should mark movement toward normalized operations on our campuses. Construction projects are progressing and soon teachers will be able to occupy their classrooms in the newly renovated Wallace School. Contracted program and treatment services are returning to campus and the Office of Training and Staff Development will offer New Employee Orientation every month to help get our staffing numbers up.

These are just a few examples of the "New in 22" and I look forward to sharing additional plans with you as we go through the year. I will be hosting an All Staff Zoom meeting soon so that you can hear more about these and other important updates.

Thank you again for all that you do.

Steven Lafreniere

### AUTAUGA CAMPUS MR. JEFFERY ROY



### MT. MEIGS CAMPUS MS. ALFREDA WILLIAMS



**"Change does not roll in on the wheels of inevitability, but comes through continuous struggle." - Martin Luther King Jr.**

## DYS Employee Recognition Incentive Bonus

DYS is offering a quarterly retention incentive bonus to direct care staff in classifications of Youth Services Aide, Youth Services Senior Aide, Youth Services Team Coordinator, Youth Services Team Leader, Security Guard I, Security Guard II, and Youth Services Security Officer. This bonus is offered to improve agency culture, employee engagement, and employee retention within the direct care classifications. DYS will offer a bonus to twenty-five direct care staff per quarter. This allows individuals working on DYS campuses to nominate staff members in specific classifications as recipients of the bonus. The staff nominations will be reviewed by a panel who will make the quarterly selections.

### Eligibility

- Must be a permanent merit system employee, including permanent part-time. Employee cannot be in probationary status.
- Cannot have a formal disciplinary action above a counseling during current performance evaluation timeframe.
- Employees who resign or are dismissed during the quarter are not eligible for the incentive bonus.
- Employees on approved Family Medical Leave (FMLA) or Military FMLA are eligible for the incentive bonus.
- Employees on short or long Leave Without Pay (LWOP) during the quarter are not eligible for the incentive bonus.
- Employees are not eligible for consecutive bonuses.
- Employees within the bonus classifications listed above are not eligible to submit nominations.

### Due Date

Nomination forms must be submitted in paper or electronic form to the DYS HR office by the 10th of the month following the end of the quarter. Recipients will be announced by the 20th of the month. Nomination forms will be disseminated to staff on each campus and can be found in the gatehouse, DYS website, or by asking for a form from your Employee Council Representative.

- ⇒ April 10th
- ⇒ July 10th
- ⇒ October 10th
- ⇒ January 10th

## Facility Improvement Plan Updates

Both the Mt. Meigs and Vacca campuses participated in their bi-annual PbS Performance Profile call with our coach Joyce Burrell in early January. Each team reviewed their outcome measures and determined which outcomes to focus on for the next six months.



- Mt. Meigs will continue to focus on alternative consequences to non-compliant behaviors and continue to incorporate positive incentives into the behavioral management plan.
- Vacca will continue to focus on ensuring assaults, fights, and physical restraint use remains low. Vacca will also continue to enhance programming and develop a student orientation program/dorm.

# DYS Highlights

## The Role of DYS in the Interstate Compact for Juveniles

The Interstate Compact for Juveniles (ICJ) is the law that regulates the interstate movement of juveniles who are under court supervision or need to be returned to their home states as a runaway, escapee, absconder, or juvenile delinquent. The ICJ is a contract that has been adopted as law throughout the United States. Therefore, all state and local officials are legally bound to honor and enforce the terms of the Compact.

**The Compact provides requirements for supervision and return of juveniles who:**

- Are on probation, parole, or other supervision, or have escaped to another state;
- Have run away from home and left their state of residence; or
- Have been accused of an offense in another state.

**The DYS Deputy Compact Administrator is Ms. Latosha Mallory.** Her responsibility is the administration and management of the state's supervision and transfer of juveniles subject to the Compact. Along with the DYS Compact Commissioner (Mr. Steve Lafreniere), the DYS Compact Administrator (Ms. Chanda Leshoure); and DYS Designee (Mr. Patrick Pendergast), Ms. Mallory works with other state and local officials on a wide variety of issues related to the following:

- Return of runaways; probation/parole absconders; escapees; accused delinquents; status offenders;
- Transfer of supervision;
- Quarterly progress and violation reports;
- Travel permits;
- Airport surveillance requests; and
- Operation of State Councils on Interstate Supervision of Juveniles.

## INTERSTATE MOVEMENT OF JUVENILES: JULY 1, 2020 - JUNE 30, 2021

This chart details the return of runaways, escapees, absconders, and juveniles charged delinquent. It includes the number of juveniles sent back to the home/demanding state ("From Your State Returned") along with the number of incoming juveniles where the state listed is the holding state ("From Other States Returned"). The total returns are categorized as either voluntary or non-voluntary.

### KEY

Run = Runaway

Esc = Escapee

Absc = Absconder

Acc Del & Stat Off = Accused Delinquent & Status Offenders

Airport Sup Req Met = Airport Supervision Request Met

Vol = Voluntary

Non Vol = Non Voluntary

STATE	From Your State Returned (Home/Demanding State)							From Other States Returned (Holding State)							Airport Sup Req Met
	Run	Esc	Absc	Acc Del & Stat Off	Total	Total Vol	Total Non Vol	Run	Esc	Absc	Acc Del & Stat Off	Total	Total Vol	Total Non Vol	
Alabama	11	0	6	6	23	21	2	12	0	14	4	30	30	0	0